



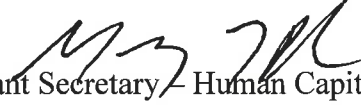
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**APR 21 2015**

## Memorandum

To: Solicitor  
Assistant Secretaries and Equivalent Officers  
Bureau Directors  
SL/ST Employees by email

From: Mary Pletcher   
Deputy Assistant Secretary Human Capital and Diversity

Subject: FY 2014 SL ST Performance-Based Pay System Results

The purpose of this memorandum is to provide you with the results of the Department's Senior Level and Senior Professional (SL/ST) FY 2014 performance rating and recognition process.

The Office of Personnel Management (OPM) gathers this information from all agencies annually and publishes it as government-wide statistics. In addition to using this information for government-wide reporting purposes, OPM also evaluates it as part of the process for certifying SL/ST performance systems.

If you have any questions, please contact Jonathan Mack (202-208-5590) or Michelle Oxyer (202-208-6943) with the Office of Human Resources, Executive Resources Division.

Attachment

## FY 2014 SL ST Performance-Based Pay System Results

Ratings for SL/ST	
<b>Number of SL/ST Rated</b>	68
<b>Number Rated at the Highest Level</b>	41
<b>Percentage Rated at the Highest Level</b>	60%

SL/ST Performance Awards	
<b>Number of SL/ST Receiving an Award</b>	58
<b>Percentage of SL/ST Receiving an Award</b>	85%
<b>Average Award</b>	\$5,562

SL/ST Pay Adjustments	
<b>Number of SL/ST Receiving a Pay Adjustment</b>	66
<b>Percentage of SL/ST Receiving a Pay Adjustment</b>	97%
<b>Average Pay Adjustment</b>	\$5,079